

Meeting of the Board of Governors

Open Session

Friday, May 9, 2025

Call to Order and Opening Remarks

Amber F. McReynolds
Chair, Board of Governors

Remarks of the Acting Postmaster General and CEO

Doug Tulino, Acting Postmaster
General and Chief Executive Officer



Motion to Approve the Meeting Minutes

Board Vote

Committee Reports

Committee Chairs

Committee Reports

Audit and Finance Committee (AFC)

Governor Tangherlini, Committee Chair

Compensation and Governance Committee (CGC)

Governor Kan, Committee Chair

Operations Committee (OC)

Governor Stroman, Committee Chair

Election Mail Committee (EMC)

Chair McReynolds, Committee Chair

Quarterly Financial Report

**Luke T. Grossmann, Chief Financial Officer
and Executive Vice President**

Financial Results

Q2 (3 Months)	FY	FY
(Billions)	2025	2024
Total Revenue ¹	\$ 19.9	\$ 20.0
Controllable Expenses ^{1,2}	20.7	20.3
Controllable Income (Loss) ^{1,2}	(0.8)	(0.3)
Workers' Comp. Fair Value Adj. and Other Non-Cash Adj.	(1.1)	0.2
FERS Unfunded Liability Amortization ³	(0.6)	(0.6)
CSRS Unfunded Liability Amortization ³	(0.8)	(0.8)
Net Income (Loss) ¹	\$ (3.3)	\$ (1.5)

1 - Quarter 2, FY2025 has 2 less delivery days and 2 less retail days than Quarter 2, FY2024.

2 - Before Federal Employee Retirement System (FERS) and Civil Service Retirement System (CSRS) unfunded liability amortization payments and non-cash adjustments to workers' compensation liabilities.

3 - This represents the OPM amortization expense related to the FERS and CSRS unfunded liabilities.

Financial Results

March YTD (6 Months)	FY	FY
(Billions)	2025	2024
Total Revenue ¹	\$ 42.6	\$ 41.8
Controllable Expenses ^{1,2}	42.5	41.6
Controllable Income (Loss) ^{1,2}	0.1	0.2
Workers' Comp. Fair Value Adj. and Other Non-Cash Adj.	(0.3)	(0.9)
FERS Unfunded Liability Amortization ³	(1.2)	(1.2)
CSRS Unfunded Liability Amortization ³	(1.7)	(1.6)
Net Income (Loss) ¹	\$ (3.1)	\$ (3.5)

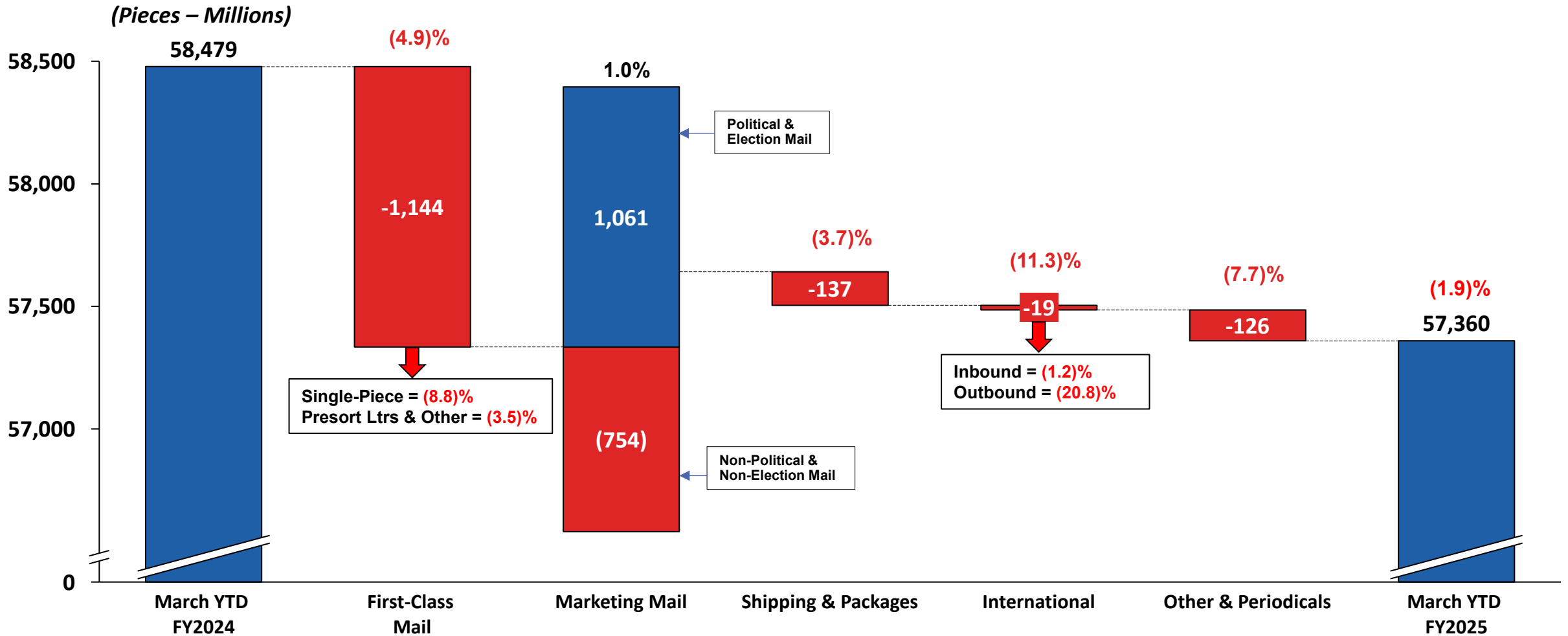
1 - March YTD FY2025 has one less delivery day and 1.75 less retail days than March YTD FY2024.

2 - Before Federal Employee Retirement System (FERS) and Civil Service Retirement System (CSRS) unfunded liability amortization payments and non-cash adjustments to workers' compensation liabilities.

3 - This represents the OPM amortization expense related to the FERS and CSRS unfunded liabilities.


FY2025 vs. FY2024 March YTD Volume

↓ 1.12B Pieces

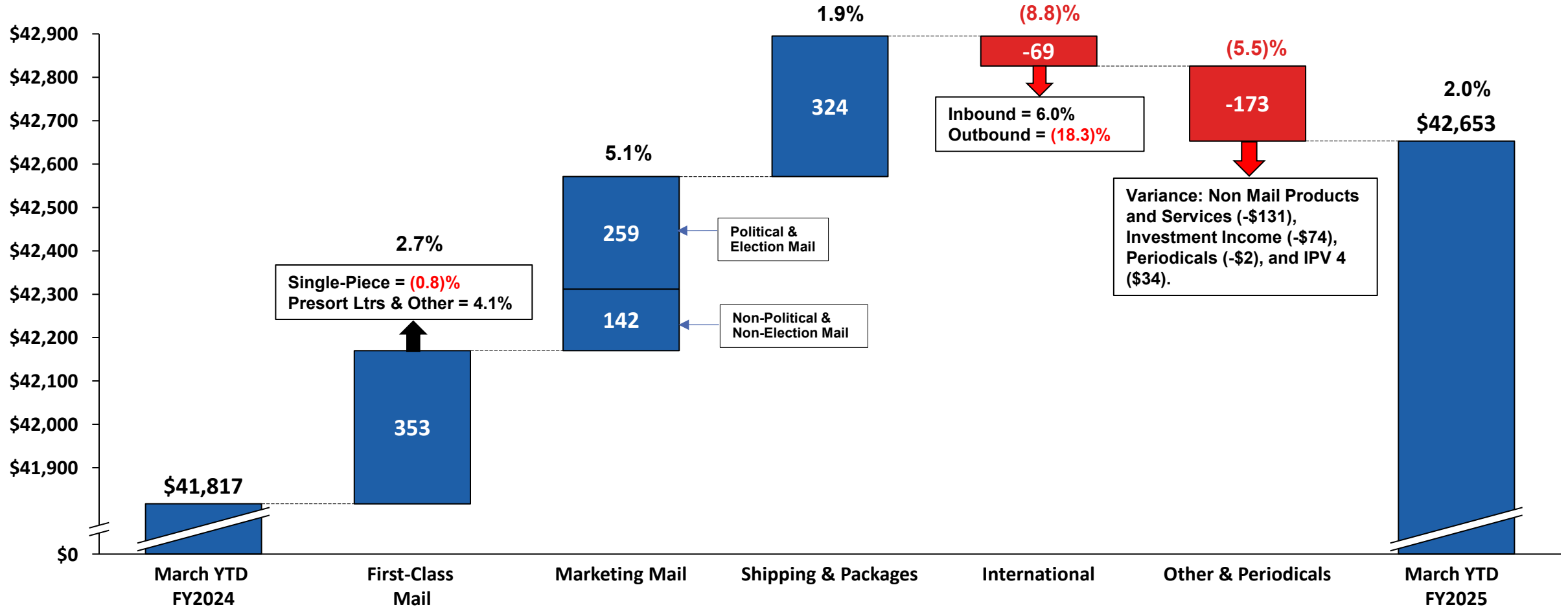


March YTD FY2025 has one less delivery day and 1.75 less retail days than March YTD FY2024.

FY2025 vs. FY2024 March YTD Revenue

 **\$836M**

(\$ – Millions)



* Periodicals Only

March YTD FY2025 has one less delivery day and 1.75 less retail days than March YTD FY2024.

Financial Results

March YTD (6 Months) (Billions)	FY 2025	FY 2024
Revenue		
Mail	22.3	21.5
Packages	17.1	16.8
International and Other	3.2	3.5
Total Revenue ¹	\$ 42.6	\$ 41.8
Controllable Expenses		
Salaries ^{1,3}	24.9	24.0
Benefits ^{1,4}	4.4	4.2
FERS Normal Cost	2.5	2.4
Compensation & Benefits ^{1,2}	\$ 31.8	\$ 30.6
Transportation	4.2	4.7
Depreciation	1.1	0.9
Supplies & Services	1.7	1.7
Rent, Utilities & Other	3.7	3.7
Total Controllable Expenses ^{1,2}	\$ 42.5	\$ 41.6
Controllable Income (Loss) ^{1,2}	\$ 0.1	\$ 0.2

1 - March YTD FY2025 has one less delivery day and 1.75 less retail days than March YTD FY2024.

2 - Before Federal Employee Retirement System (FERS) and Civil Service Retirement System (CSRS) unfunded liability amortization payments and non-cash adjustments to workers' compensation liabilities.

3 - Salaries includes Unemployment Compensation, Medicare, Social Security, Employee Awards, Performance Based Compensation, and \$167M VERA Incentive Payout.

4 - Benefits includes Workers Comp Cash payouts, Employee Health Premium, Thrift Savings, Life Insurance, and Uniform Allowances.

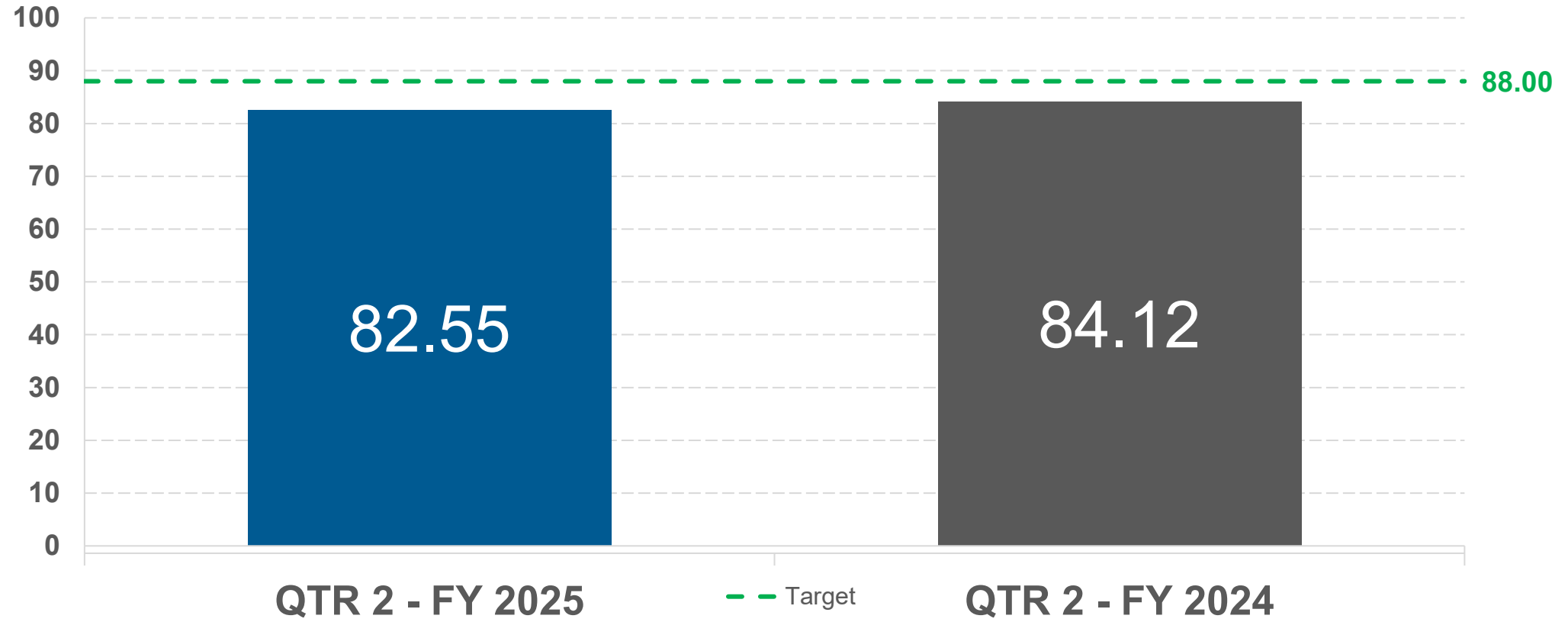


Quarterly Service Performance Report

Joshua Colin, Chief Performance Officer and
Executive V.P.

FIRST-CLASS MAIL SERVICE PERFORMANCE

First-Class Mail Composite

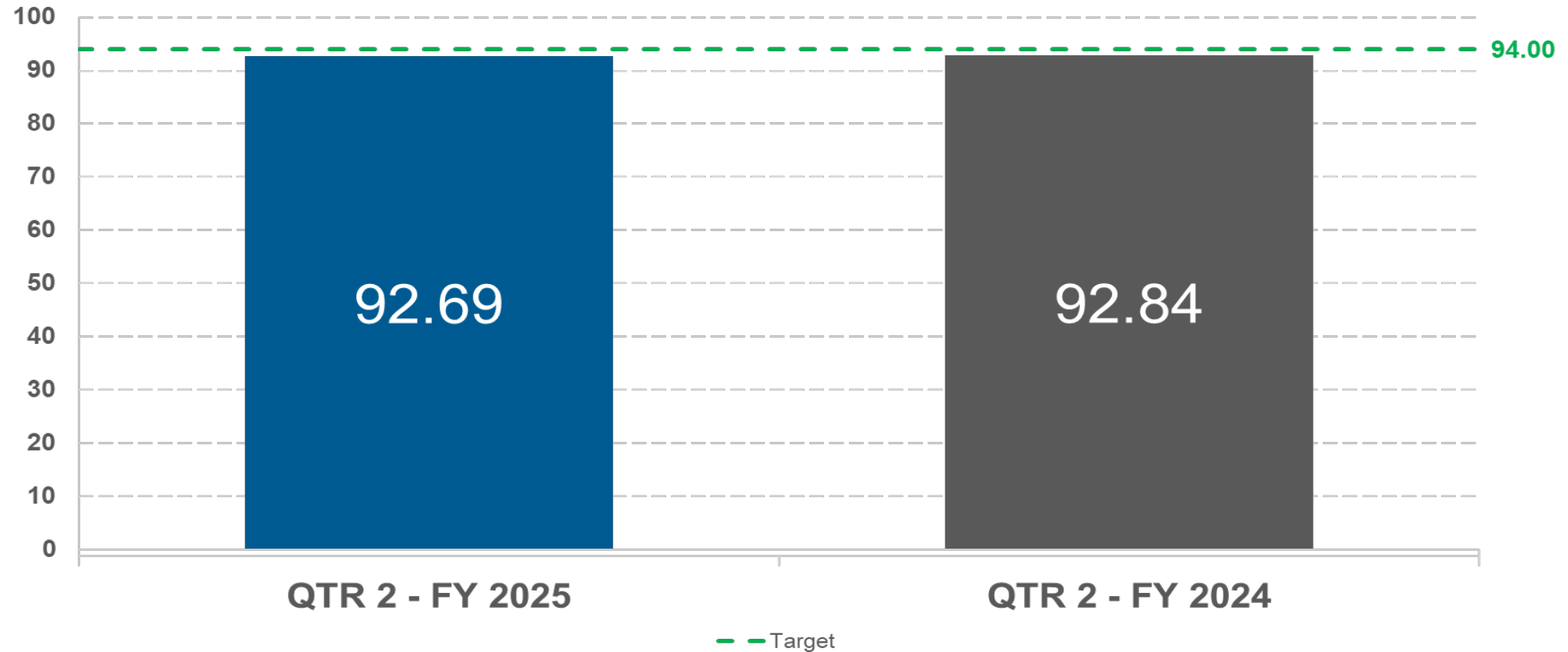


Average days to deliver | **3.0**

2.9

Note: Source - Internal SPM. FY25 Q2 data through March 31, 2025. FY24 Q2 data through March 31, 2024.

First-Class Mail Overnight

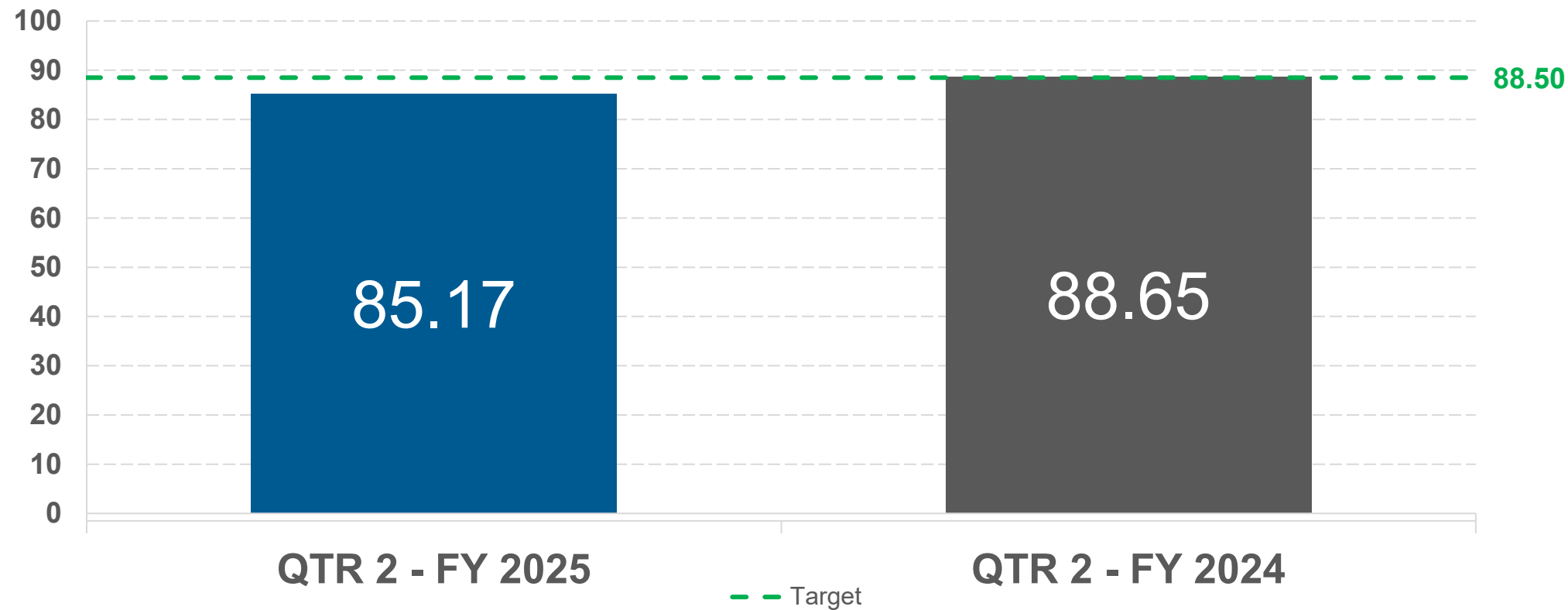


Average days to deliver | **0.8**

0.8

Note: Source - Internal SPM. FY25 Q2 data through March 31, 2025. FY24 Q2 data through March 31, 2024.

First-Class Mail 2-Day



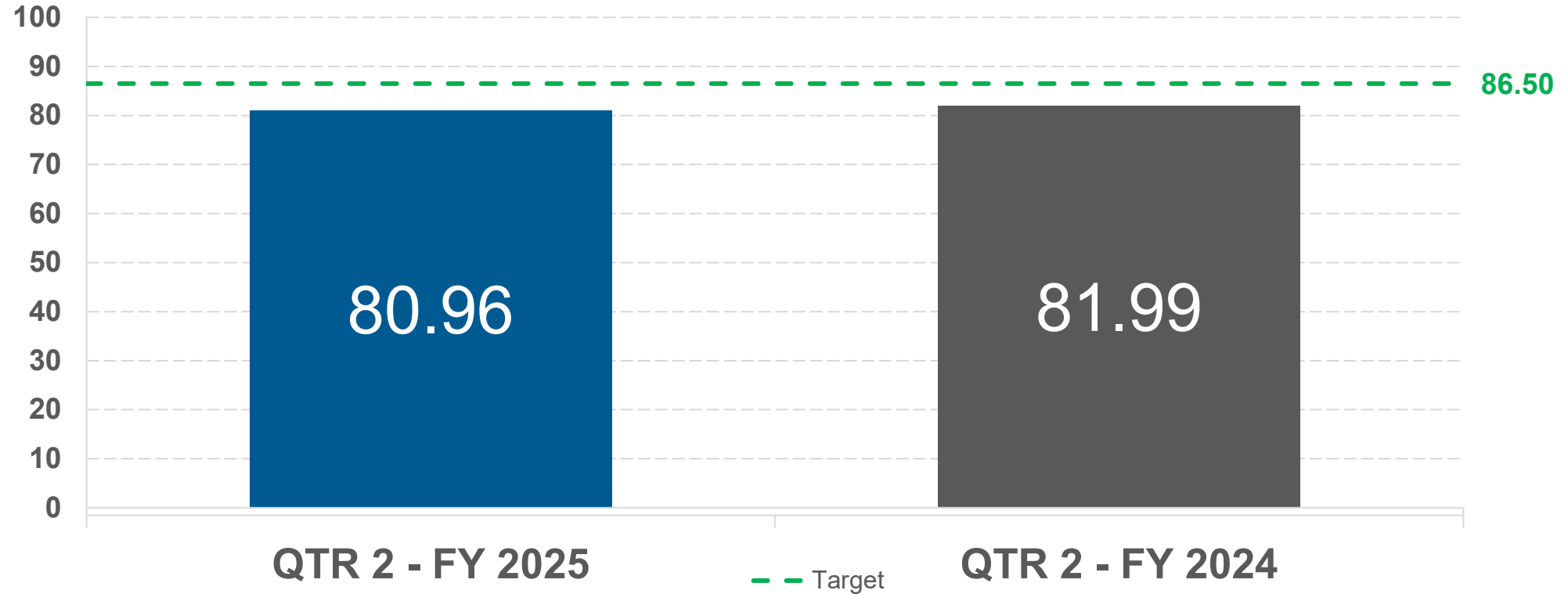
**Average days
to deliver**

2.1

2.0

Note: Source - Internal SPM. FY25 Q2 data through March 31, 2025. FY24 Q2 data through March 31, 2024.

First-Class Mail 3-5 Day



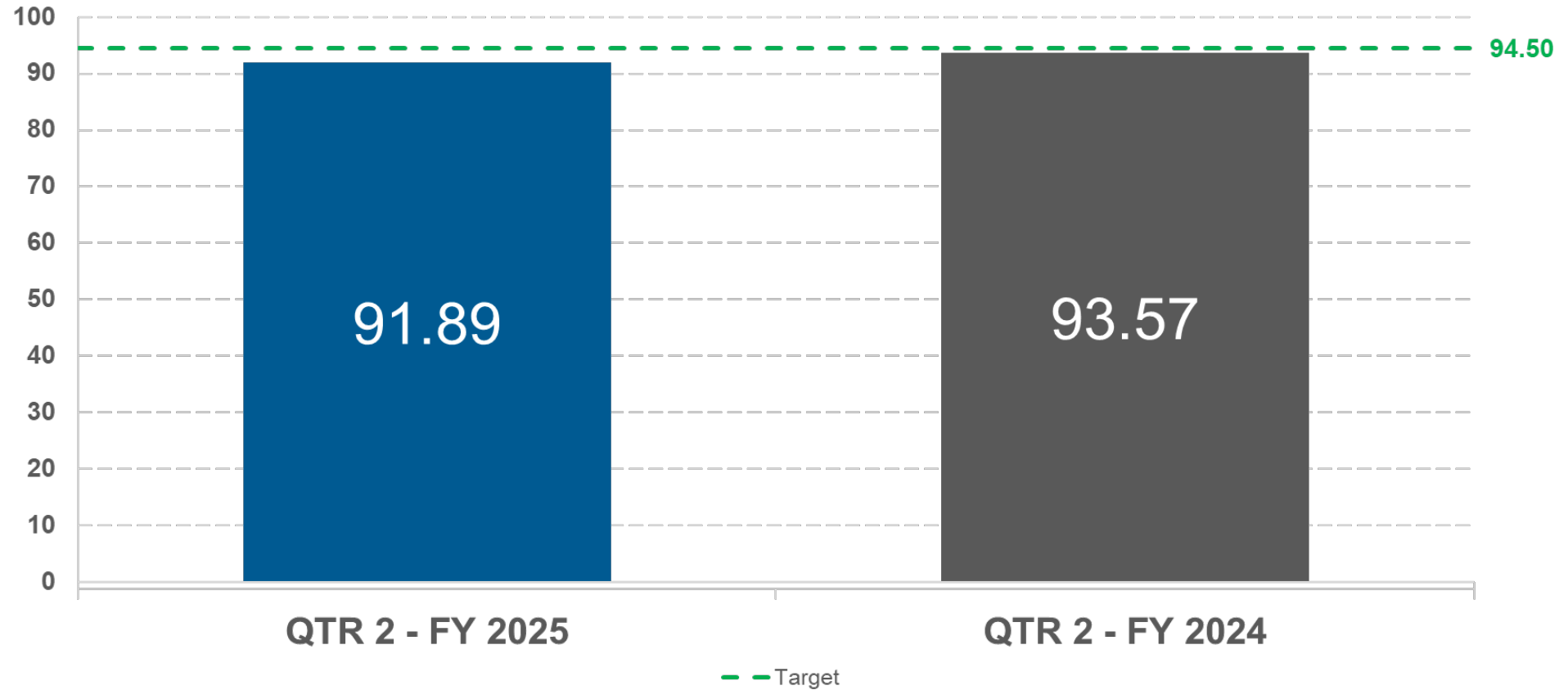
Average days to deliver | **3.5**

3.4

Note: Source - Internal SPM. FY25 Q2 data through March 31, 2025. FY24 Q2 data through March 31, 2024.

MARKETING MAIL SERVICE PERFORMANCE

Marketing Mail



Average days to deliver | **2.9**

2.7

Note: Source - Internal SPM. FY25 Q2 data through March 31, 2025. FY24 Q2 data through March 31, 2024.



Motion to Approve the Tentative Agenda for the Aug 7 Open Meeting.

Board Vote

Adjournment

